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14 MAY 1965

**MEMORANDUM FOR: Director, BPAM,**

**SUBJECT : Average Salary Control**

**REFERENCE : Committee Report, same subject,  
dtd 16 April 1965**

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1. This is to confirm an earlier conversation with you concerning the reference report. We agree with the Committee recommendation that of the four average salary control systems commented upon, alternative four provides the greatest equity among the career services and the most flexibility of management within a career service.

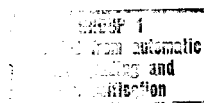
2. We assume from the comments in reference report that the average salary ceiling for a "grandfather" career service would indeed be subject to adjustment upward or downward as warranted by significant changes in approved T/O or significant changes in average step-in-grade of incumbent employees. If such changes in ceiling amounts for a "grandfather" career service could not be accommodated on the basis of the then existing Agency-wide posture, there would supposedly be justification for seeking a higher Agency average salary ceiling from the Bureau of the Budget.

Signed: John F. Blake

**John F. Blake  
Executive Officer  
Directorate of  
Science and Technology**

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